



## The Secretary of Energy

Washington, DC 20585

September 12, 1995

### MEMORANDUM FOR ALL DOE EMPLOYEES

FROM:

HAZEL R. O'LEARY

A handwritten signature in black ink, reading "Hazel R. O'Leary", is written over the printed name.

SUBJECT:

Partnership with Gay, Lesbian, and Bisexual Employees  
(DOE-GLOBE)

Diversity means inclusion and DOE-GLOBE is an association formed to champion the Department of Energy's Diversity Policy of June 20, 1994, that states there will be zero tolerance for discrimination or harassment in any form, including discrimination based on sexual orientation. The Federal GLOBE, the parent organization of DOE-GLOBE, presently holds representatives from 33 Federal departments and agencies, of which 20 have agency-recognized GLOBE affiliates. As provided for in the Department's Strategic Plan for Diversity, DOE-GLOBE has requested the opportunity to establish a partnership with the Department and to gain agency recognition.

As part of the Department's commitment to improve diversity, we are pleased to partner with the DOE-GLOBE and to affirm my commitment to ensure that the Department is a model workplace where everyone has an equal opportunity to serve. As a professional association of the Department of Energy and Department of Energy contractor employees, DOE-GLOBE is extended equal privileges of other departmental professional associations. We must challenge our talented and dedicated people to develop creative ways of meeting our future needs in the most cost-effective manner. We need the support of each employee if we are to create a model organizational culture at the Department of Energy that fosters diversity, while achieving the Department's realignment and cost savings goals.

In line with the Diversity Policy Statement, I am pleased to announce that the Department's Office of Civil Rights, with DOE-GLOBE's assistance, will develop avenues of redress for discrimination on the basis of sexual orientation for Department of Energy and contractor personnel. The Office of Civil Rights will soon distribute information on this process to all personnel.